

Governing Body

337th Session, Geneva, 24 October–7 November 2019

GB.337/LILS/2

Legal Issues and International Labour Standards Section
International Labour Standards and Human Rights Segment

LILS

Date: 1 October 2019

Original: English

SECOND ITEM ON THE AGENDA

Choice of Conventions and Recommendations on which reports should be requested under article 19, paragraphs 5(e) and 6(d), of the ILO Constitution in 2021

Purpose of the document

The Governing Body is invited to provide guidance on the instruments that would be covered in the General Survey to be prepared by the Committee of Experts on the Application of Conventions and Recommendations (CEACR) in 2021 for discussion at the International Labour Conference in 2022 (see the draft decision in paragraph 25).

Relevant strategic objective: All four strategic objectives.

Main relevant outcome/cross-cutting policy driver: Outcome 2: Ratification and application of international labour standards.

Policy implications: None.

Legal implications: None.

Financial implications: Not at this stage.

Follow-up action required: Implementation of the Governing Body decisions.

Author unit: International Labour Standards Department (NORMES).

Related documents: Constitution of the International Labour Organisation; ILO Declaration on Social Justice for a Fair Globalization; GB.316/INS/5/1(&Corr.); GB.321/INS/7; GB.321/PV; GB.322/LILS/4; GB.322/PV; GB.325/POL/2; GB.325/LILS/4; GB.328/PV, para. 25(1)(iii); GB.331/PV and GB.335/INS/5.

Introduction

1. According to established practice, the Governing Body is invited to examine and approve proposals regarding the choice of Conventions and Recommendations on which governments might be requested to submit reports under article 19(5)(e) and (6)(d) of the Constitution, with a view to the preparation of the annual General Survey by the Committee of Experts on the Application of Conventions and Recommendations (CEACR).
2. It is recalled that the topics of the General Surveys prepared by the CEACR on the basis of reports requested under article 19 of the Constitution have been aligned with the theme of the corresponding recurrent item under the follow-up to the ILO Declaration on Social Justice for a Fair Globalization, 2008, and are discussed at the Conference session one year in advance of the session at which the Conference discusses the related recurrent item.
3. Moreover, in its 2016 Resolution on Advancing Social Justice through Decent Work, the Conference called on the ILO to “[e]nsure that there are appropriate and effective linkages between the recurrent discussions and the outcomes of the Standards Initiative, including exploring options for making better use of article 19, paragraphs 5(e) and 6(d), of the ILO Constitution, without increasing the reporting obligations of member States”.¹ This includes the adoption of appropriate modalities to ensure that General Surveys and the related discussion by the Conference Committee on the Application of Standards (CAS) contribute to recurrent discussions.²
4. Following its decision establishing the new cycle of recurrent discussions, in the framework of the follow-up to the Resolution on Advancing Social Justice through Decent Work, the Governing Body decided to place an item concerning a recurrent discussion on fundamental principles and rights at work on the agenda of the 112th Session of the Conference (2023).³
5. It is further noted that the General Surveys and their discussion in the CAS may be expected to inform the ongoing examination of ILO standards in the context of the Standards Review Mechanism. In accordance with the ILO Centenary Declaration for the Future of Work, the fundamental importance of international labour standards requires the Organization to have and promote a clear, robust, up-to-date body of international labour standards. Proposals to enhance the linkages between General Surveys, the Standards Review Mechanism and recurrent discussions have been made under the Standards Initiative with a view to expanding the reach and improving the implementation of standards.⁴
6. In this context, the Governing Body may wish to consider one or more instruments on which governments should be requested to submit reports under article 19 of the Constitution in 2021 for discussion by the CAS in 2022, one year in advance of the recurrent discussion on fundamental principles and rights at work in 2023. While not all of the instruments proposed on this occasion are formally considered fundamental instruments, they all contain provisions relevant to the realization of fundamental principles and rights at work. The Governing Body may wish to provide guidance to the Office for the subsequent preparation of the report form for the 338th Session of the Governing Body (March 2020).

¹ Para. 15.1 of the 2016 [Resolution on Advancing Social Justice through Decent Work](#).

² Para. 15.2(b) of the Resolution.

³ [GB.328/PV](#), para. 25(1)(v).

⁴ [GB.335/INS/5](#), para 67.

Proposed instruments for the General Survey to be prepared by the CEACR in 2021 for discussion by the CAS in 2022

First option: Social Policy (Basic Aims and Standards) Convention, 1962 (No. 117), and the Social Policy (Non-Metropolitan Territories) Convention, 1947 (No. 82)

7. A General Survey of the Social Policy (Basic Aims and Standards) Convention, 1962 (No. 117) could be carried out with the aim of providing a comprehensive overview of the current situation across the globe with respect to this wide-reaching Convention and its precursor, the Social Policy (Non-Metropolitan Territories) Convention, 1947 (No. 82) (with four ratifications still in force).⁵ Convention No. 117 has been ratified by 33 member States, four of which have ratified the Convention in the last 30 years.⁶
8. The Preamble to Convention No. 117 affirms that economic development must serve as a basis for social progress. It calls for all possible steps to be taken through appropriate international, regional and national measures to promote improvement in fields such as public health, housing, nutrition, education, the welfare of children, the status of women, conditions of employment, remuneration of wage earners and independent producers, the protection of migrant workers, social security, standards of public services and general production. Article 1 of the Convention provides that all policies shall be primarily directed to the well-being and development of the population, while Article 2 affirms that the improvement of standards of living shall be regarded as the principal objective in the planning of economic development.
9. Examination of these instruments would be highly relevant to the fulfilment of the ILO's mandate as it embarks on its next 100 years, particularly given their explicit objective of promoting the well-being of national populations through economic development plans that improve living standards and promote social progress. In adopting the ILO Centenary Declaration for the Future of Work in June 2019, the Conference declared that: "[t]he ILO must carry forward into its second century with unrelenting vigour its constitutional mandate for social justice by further developing its human-centred approach to the future of work, which puts workers' rights and the needs, aspirations and rights of all people at the heart of economic, social and environmental policies".⁷ Conventions Nos 117 and 82 are directly relevant to a number of specific areas for action identified in the Centenary Declaration, particularly the development of policies to promote decent work and enhance productivity; lifelong learning and quality education for all; universal access to social protection; and an adequate minimum wage. The objectives outlined in Convention No. 117 are also inextricably linked to the achievement of the Sustainable Development Goals (SDGs) particularly, but not limited to, Goals 1, 3, 5, 8 and 10.
10. These instruments also integrate fundamental principles and rights at work through a global non-discrimination provision aimed at ensuring that all workers, regardless of race, colour, sex, belief, tribal association or trade union affiliation, are treated equally: under labour laws; in admission to employment and opportunities for vocational training; in their participation

⁵ Belgium, France, New Zealand, United Kingdom.

⁶ Guatemala (1989), Republic of Moldova (1996), Georgia (1997) and Ukraine (2015).

⁷ International Labour Conference, 108th Session, 2019, [ILO Centenary Declaration for the Future of Work](#), Part I(D).

in the negotiation of collective agreements; and in the setting of wage rates according to the principle of equal pay for work of equal value (Article 14 of Convention No. 117 and Article 18 of Convention No. 82). Hence, an examination of these instruments could provide important input for the recurrent discussion to be held in 2023 on fundamental principles and rights at work.

11. In the close to six decades following the adoption of Convention No. 117 and the more than seven decades following the adoption of Convention No. 82, neither instrument has ever been the subject of a General Survey. Moreover, as Convention No. 117 was adopted through a formal revision process, most of the elements clarifying its scope and content are found in the discussions that took place in the sessions of the Conference at which Convention No. 82 was developed. As most of the provisions of Convention No. 82 were carried over to Convention No. 117, with the exception of those limiting the application of the former instrument to non-metropolitan territories, there was little substantive discussion on the content of the Articles of Convention No. 117, hence the value of examining the application of the provisions of the Conventions at country level to assess the overall impact and future potential.
12. A General Survey on Convention No. 117 and Convention No. 82 would provide a comprehensive overview of the manner in which member States are promoting social justice and the Decent Work Agenda; enable an assessment of the significance of the two instruments for economic development and social progress for well-being and a brighter future; identify challenges encountered to ratification and application; and consider options for addressing these challenges.
13. Both Convention No. 117 and Convention No. 82 are included in the initial programme of work of the Standards Review Mechanism Tripartite Working Group (SRM TWG) and are among the 75 instruments that remain to be reviewed at a future meeting of the SRM TWG.

Second option: Discrimination (Employment and Occupation) Convention, 1958 (No. 111) and Recommendation, 1958 (No.111), in conjunction with the Workers with Family Responsibilities Convention, 1981 (No. 156) and Recommendation (No. 165), and the Maternity Protection Convention, 2000 (No. 183) and Recommendation (No. 191)

14. A General Survey could be carried out to review six instruments frequently considered together as instrumental to the realization of the fundamental principle of equality of opportunity and treatment between men and women workers: the Discrimination (Employment and Occupation) Convention, 1958 (No. 111) and Recommendation, 1958 (No.111), in conjunction with the Workers with Family Responsibilities Convention, 1981 (No. 156) and Recommendation (No. 165), and the Maternity Protection Convention, 2000 (No. 183) and Recommendation (No. 191). These standards give expression to a basic human right and are part of the transformative agenda to achieve gender equality envisaged in the ILO Centenary Declaration for the Future of Work.⁸
15. Convention No. 111 is a fundamental Convention that aims to protect all persons against discrimination in employment and occupation made on the basis of race, colour, sex, religion, political opinion, national extraction and social origin, with the possibility of extending its protection to discrimination on other grounds. While significant advances have

⁸ International Labour Conference, 108th Session, 2019, [ILO Centenary Declaration for the Future of Work](#), Part II(A)(vii).

been made for women at work over the past century, progress in closing gender gaps as measured by key labour market indicators has stalled, and in some cases is reversing. Convention No. 111 is the ILO's most comprehensive instrument on equality and non-discrimination in respect of employment and occupation. Equality between men and women workers is also guaranteed through the application of other ILO standards, notably those proposed for examination in the General Survey, that are often referred to by the CEACR as instrumental to effective progress towards the ultimate goal of Convention No. 111.

- 16.** Convention No. 156 and Recommendation No. 165 seek to address the discrimination that workers, and in particular women, face in the labour market due to their family responsibilities, including the care of household members. They call for national policies and other measures to enable workers with family responsibilities to exercise their right to engage in employment without discrimination and without conflict between their employment and family responsibilities, and for the development of services such as childcare and family services and facilities. Maternity protection, as defined in Convention No. 183, is a precondition for achieving genuine equality of opportunity and treatment for men and women at work and enabling all workers to care for their families under the assurance of security, health and well-being. In view of this recognition, Convention No. 183 and Recommendation No. 191 aim to ensure that all employed women, including those employed in diverse forms of dependent work, are adequately protected during maternity, notably by safeguarding the health of expectant and nursing mothers, protecting them from discrimination in employment and occupation and guaranteeing income continuation or replacement during periods of leave.
- 17.** Gender equality and maternity protection are key components of the transformative policies called for in the 2030 Agenda for Sustainable Development (2030 Agenda) and contribute to the realization of multiple SDGs, notably 1 (No poverty), 3 (Good health and well-being), 5 (Gender equality) and 8 (Decent work and economic growth). As member States move forward in implementing the SDGs, and in view of the important and renewed focus on gender equality in many countries today, a General Survey on these instruments would be timely. It would be the first time that the topics of gender discrimination, maternity protection and workers with family responsibilities would be considered together in a General Survey.⁹ Convention No. 111 has been ratified by 175 member States, Convention No. 183 by 38 and Convention No. 156 by 44. It is worth noting that all three instruments have triggered continuous interest from ILO constituents since their adoption, with new ratifications registered on a regular basis.
- 18.** A review would inform the preparation of the recurrent discussion on fundamental principles and rights at work by the Conference in 2023. A review would also support ongoing efforts to ensure that the ILO has a clear, robust and up-to-date body of international labour standards that respond to the changing patterns of the world of work to protect workers and take into account the needs of sustainable enterprises. Depending on when the SRM TWG chooses to review the maternity protection instruments, the General Survey and the discussion thereof could either feed into the SRM TWG discussion or follow up on it.¹⁰

⁹ See appendix: a General Survey reviewed the instruments on maternity protection in 1964, while instruments protecting workers with family responsibilities were reviewed in a General Survey in 1977 and 1992.

¹⁰ The SRM TWG will examine the Maternity Protection Convention, 1919 (No. 3), and the Maternity Protection Convention, 2000 (No. 183) and Recommendation, 2000 (No. 191) as part of its initial programme of work at a date to be determined. The Employment (Women with Family Responsibilities) Recommendation, 1965 (No. 123) has been replaced juridically and requires no further action.

Third option: Indigenous and Tribal Peoples Convention, 1989 (No. 169)

19. In June 1989, the Conference adopted the Indigenous and Tribal Peoples Convention, 1989 (No. 169). With the entry into force of Convention No. 169, the Indigenous and Tribal Populations Convention, 1957 (No. 107), was closed to further ratification. Convention No. 169 has a total of 23 ratifications, while Convention No. 107 is still in force in 17 countries. ILO action to address the discriminatory working conditions of indigenous and tribal peoples dates back to the 1920s. The ILO Centenary marks the 30th anniversary of the adoption of Convention No. 169. This anniversary may provide an opportunity for the Governing Body to invite reflection on the effect given to the only binding international instrument for the protection of indigenous and tribal peoples still open to ratification, specifically through requests for reports under article 19 of the ILO Constitution in relation to the application of Convention No. 169. The discussion of a General Survey in the CAS would come after the 20th anniversary of the United Nations Permanent Forum on Indigenous Issues (UNPFII) in 2020.
20. Indigenous and tribal peoples are among the most disadvantaged and vulnerable population groups. They are present in over 90 countries, constituting 5 per cent of the world's population but making up 15 per cent of the world's poor. However, in most countries, they face discrimination and exploitative labour conditions linked to their general marginalization and poverty.
21. The promotion of Convention No. 169 for rights-based, inclusive and sustainable development is a key element in the strategy for ILO action endorsed by the Governing Body in November 2015.¹¹
22. A General Survey would present an opportunity to assess the role of Convention No. 169 in realizing the 2030 Agenda. In contrast to the Millennium Development Goals, the SDGs explicitly include indigenous peoples. Two of the SDG targets make specific references to indigenous peoples, committing to double the agricultural output of indigenous small-scale farmers and to ensure equal access to education for indigenous children. There is also a strong commitment in the 2030 Agenda to empower and engage indigenous peoples in implementing and reviewing progress in achieving the Goals.¹² The global SDG indicator list includes crucial indicators to measure progress for indigenous peoples, particularly in relation to secure tenure rights (1.4.2/5.a.1), the income of small-scale food producers (2.3.2), parity indices for access to education (4.5.1) and non-discrimination (10.3.1).¹³
23. The provisions of Convention No. 169 are based on respect for the cultures and ways of life of indigenous and tribal peoples and aim at overcoming discriminatory practices that affect these peoples and enable them to participate in decision-making that affects their lives. In recognition of the complexities and specificities of indigenous peoples' situations, Convention No. 169 takes a holistic approach in covering a wide range of issues that affect the lives and well-being of these peoples, including in respect of employment and vocational training, education, health and social security. In the handbook for ILO tripartite constituents *Understanding the Indigenous and Tribal Peoples Convention, 1989 (No. 169)*, it was

¹¹ [GB.325/POL/2](#).

¹² United Nations Office of the High Commissioner for Human Rights and United Nations Department of Economic and Social Affairs (UNDESA): [Briefing Note: Indigenous Peoples' Rights and the 2030 Agenda](#).

¹³ UNDESA: [Indigenous Peoples and the 2030 Agenda](#).

stressed that “[a]ll available statistics and research indicate that indigenous peoples still suffer from the worst forms of labour exploitation and are disproportionately represented among the victims of discrimination, child labour and forced labour. Indigenous peoples face barriers and disadvantages in the labour market as they have limited access to education and vocational training and their traditional knowledge and skills are not necessarily valued or in demand”. In many countries, it has been recognized that there are still considerable challenges in the application of Convention No. 169 in law and practice, including with regard to the right to consultation provided for in the Convention. While the fundamental principles of consultation and participation of indigenous peoples constitute the cornerstone of Convention No. 169, it contains a full section on their right to employment, vocational training and protection of their labour rights. It also provides for the development of coordinated and systematic action to protect their rights.

24. A General Survey on Convention No. 169 would allow an examination of its relevance and the extent to which effect has been given to its provisions, as well as an assessment of the difficulties that prevent or delay further ratifications. In the 30 years since its adoption, Convention No. 169 has had a far-reaching impact on the laws and societies of ratifying member States. It has constituted a framework for public policies in non-ratifying States and has influenced the work of international organizations at the global and regional levels. The General Survey would thus contribute to a better understanding of the provisions of the Convention and its implications at the national and regional levels and encourage the sharing of experiences and good practices. Identifying challenges and opportunities for new ratifications and better implementation of the Convention would assist in capacity-building and awareness-raising at the national level, including through development cooperation where appropriate. This would also contribute to the implementation of the strategy for ILO action concerning indigenous and tribal peoples.

Draft decision

25. *The Governing Body requested the Office to prepare, for its consideration at its next session in March 2020, the article 19 report form on the instruments selected from the three options proposed by the Office for the General Survey to be prepared by the Committee of Experts on the Application of Conventions and Recommendations (CEACR) in 2021 for discussion by the Conference Committee on the Application of Standards in 2022.*

Appendix

List of Conventions and Recommendations on which the Governing Body has previously decided to request reports from governments under article 19 of the Constitution ¹

1949

- C. 29 Forced Labour Convention, 1930
- C. 68 Food and Catering (Ships' Crews) Convention, 1946
- C. 69 Certification of Ships' Cooks Convention, 1946
- C. 71 Seafarers' Pensions Convention, 1946
- C. 73 Medical Examination (Seafarers) Convention, 1946
- C. 74 Certification of Able Seamen Convention, 1946
- R. 35 Forced Labour (Indirect Compulsion) Recommendation, 1930
- R. 36 Forced Labour (Regulation) Recommendation, 1930
- R. 67 Income Security Recommendation, 1944
- R. 68 Social Security (Armed Forces) Recommendation, 1944
- R. 69 Medical Care Recommendation, 1944
- R. 77 Vocational Training (Seafarers) Recommendation, 1946

1950

- C. 32 Protection against Accidents (Dockers) Convention (Revised), 1932
- C. 81 Labour Inspection Convention, 1947
- C. 85 Labour Inspectorates (Non-Metropolitan Territories) Convention, 1947
- R. 40 Protection against Accidents (Dockers) Reciprocity Recommendation, 1932
- R. 57 Vocational Training Recommendation, 1939
- R. 60 Apprenticeship Recommendation, 1939
- R. 81 Labour Inspection Recommendation, 1947
- R. 82 Labour Inspection (Mining and Transport) Recommendation, 1947

1951

- C. 44 Unemployment Provision Convention, 1934
- C. 88 Employment Service Convention, 1948
- R. 44 Unemployment Provision Recommendation, 1934
- R. 45 Unemployment (Young Persons) Recommendation, 1935
- R. 51 Public Works (National Planning) Recommendation, 1937
- R. 71 Employment (Transition from War to Peace) Recommendation, 1944
- R. 73 Public Works (National Planning) Recommendation, 1944
- R. 83 Employment Service Recommendation, 1948

¹ The dates indicated correspond to the year in which the reports under article 19 of the Constitution were requested from member States. The General Surveys are published and discussed at the International Labour Conference the following year.

1952

- C. 87 Freedom of Association and Protection of the Right to Organise Convention, 1948
- C. 84 Right of Association (Non-Metropolitan Territories) Convention, 1947
- C. 97 Migration for Employment Convention (Revised), 1949
- R. 86 Migration for Employment Recommendation (Revised), 1949

1953

- C. 94 Labour Clauses (Public Contracts) Convention, 1949
- C. 95 Protection of Wages Convention, 1949
- R. 84 Labour Clauses (Public Contracts) Recommendation, 1949
- R. 85 Protection of Wages Recommendation, 1949

1954

- C. 60 Minimum Age (Non-Industrial Employment) Convention (Revised), 1937
- C. 78 Medical Examination of Young Persons (Non-Industrial Occupations) Convention, 1946
- C. 79 Night Work of Young Persons (Non-Industrial Occupations) Convention, 1946
- R. 79 Medical Examination of Young Persons Recommendation, 1946
- R. 80 Night Work of Young Persons (Non-Industrial Occupations) Recommendation, 1946

1955

- C. 98 Right to Organise and Collective Bargaining Convention, 1949
- C. 100 Equal Remuneration Convention, 1951
- R. 91 Collective Agreements Recommendation, 1951
- R. 90 Equal Remuneration Recommendation, 1951

1956

- C. 81 Labour Inspection Convention, 1947
- C. 87 Freedom of Association and Protection of the Right to Organise Convention, 1948
- R. 81 Labour Inspection Recommendation, 1947
- R. 82 Labour Inspection (Mining and Transport) Recommendation, 1947

1957

- C. 26 Minimum Wage-Fixing Machinery Convention, 1928
- C. 99 Minimum Wage Fixing Machinery (Agriculture) Convention, 1951
- R. 30 Minimum Wage-Fixing Machinery Recommendation, 1928
- R. 89 Minimum Wage-Fixing Machinery (Agriculture) Recommendation, 1951

1958

- C. 84 Right of Association (Non-Metropolitan Territories) Convention, 1947
- C. 87 Freedom of Association and Protection of the Right to Organise Convention, 1948
- C. 98 Right to Organise and Collective Bargaining Convention, 1949
- R. 91 Collective Agreements Recommendation, 1951
- R. 94 Co-operation at the Level of the Undertaking Recommendation, 1952

1959

- C. 5 Minimum Age (Industry) Convention, 1919
- C. 59 Minimum Age (Industry) Convention (Revised), 1937
- C. 6 Night Work of Young Persons (Industry) Convention, 1919
- C. 90 Night Work of Young Persons (Industry) Convention (Revised), 1948
- C. 77 Medical Examination of Young Persons (Industry) Convention, 1946

1960

- C. 102 Social Security (Minimum Standards) Convention, 1952

(Reports have also been requested under Article 76 of the Convention)

1961

- C. 29 Forced Labour Convention, 1930
- C. 105 Abolition of Forced Labour Convention, 1957
- R. 35 Forced Labour (Indirect Compulsion) Recommendation, 1930
- R. 36 Forced Labour (Regulation) Recommendation, 1930

1962

- C. 111 Discrimination (Employment and Occupation) Convention, 1958
- R. 111 Discrimination (Employment and Occupation) Recommendation, 1958

1963

- C. 52 Holidays with Pay Convention, 1936
- C. 101 Holidays with Pay (Agriculture) Convention, 1952
- R. 47 Holidays with Pay Recommendation, 1936
- R. 98 Holidays with Pay Recommendation, 1954
- C. 14 Weekly Rest (Industry) Convention, 1921
- C. 106 Weekly Rest (Commerce and Offices) Convention, 1957
- R. 103 Weekly Rest (Commerce and Offices) Recommendation, 1957

1964

- C. 3 Maternity Protection Convention, 1919
- C. 103 Maternity Protection Convention (Revised), 1952
- R. 12 Maternity Protection (Agriculture) Recommendation, 1921
- R. 95 Maternity Protection Recommendation, 1952

1965

- C. 81 Labour Inspection Convention, 1947
- R. 81 Labour Inspection Recommendation, 1947
- R. 82 Labour Inspection (Mining and Transport) Recommendation, 1947

1966

- C. 1 Hours of Work (Industry) Convention, 1919
- C. 30 Hours of Work (Commerce and Offices) Convention, 1930
- C. 47 Forty-Hour Week Convention, 1935
- R. 116 Reduction of Hours of Work Recommendation, 1962

1967

- C. 29 Forced Labour Convention, 1930
- C. 105 Abolition of Forced Labour Convention, 1957

1968

17 key Conventions

1969

R. 97 Protection of Workers' Health Recommendation, 1953

R. 102 Welfare Facilities Recommendation, 1956

R. 112 Occupational Health Services Recommendation, 1959

R. 115 Workers' Housing Recommendation, 1961

1970

C. 111 Discrimination (Employment and Occupation) Convention, 1958

R. 111 Discrimination (Employment and Occupation) Recommendation, 1958

1971

C. 122 Employment Policy Convention, 1964

R. 122 Employment Policy Recommendation, 1964

R. 107 Seafarers' Engagement (Foreign Vessels) Recommendation, 1958

R. 108 Social Conditions and Safety (Seafarers) Recommendation, 1958

1972

C. 87 Freedom of Association and Protection of the Right to Organise Convention, 1948

C. 98 Right to Organise and Collective Bargaining Convention, 1949

1973

R. 119 Termination of Employment Recommendation, 1963

1974

C. 100 Equal Remuneration Convention, 1951

R. 90 Equal Remuneration Recommendation, 1951

1975

R. 113 Consultation (Industrial and National Levels) Recommendation, 1960

1976

C. 118 Equality of Treatment (Social Security) Convention, 1962

1977

R. 123 Employment (Women with Family Responsibilities) Recommendation, 1965

1978

C. 29 Forced Labour Convention, 1930

C. 105 Abolition of Forced Labour Convention, 1957

1979

C. 97 Migration for Employment Convention (Revised), 1949

C. 143 Migrant Workers (Supplementary Provisions) Convention, 1975

R. 86 Migration for Employment Recommendation (Revised), 1949

R. 151 Migrant Workers Recommendation, 1975

1980

C. 138 Minimum Age Convention, 1973

R. 146 Minimum Age Recommendation, 1973

1981

- C. 144 Tripartite Consultation (International Labour Standards) Convention, 1976
 R. 152 Tripartite Consultation (Activities of the International Labour Organisation) Recommendation, 1976

1982

- C. 87 Freedom of Association and Protection of the Right to Organise Convention, 1948
 C. 98 Right to Organise and Collective Bargaining Convention, 1949
 C. 141 Rural Workers' Organisations Convention, 1975
 R. 149 Rural Workers' Organisations Recommendation, 1975

1983

- C. 14 Weekly Rest (Industry) Convention, 1921
 C. 106 Weekly Rest (Commerce and Offices) Convention, 1957
 C. 132 Holidays with Pay Convention (Revised), 1970
 R. 116 Reduction of Hours of Work Recommendation, 1962

1984

- C. 81 Labour Inspection Convention, 1947
 C. 129 Labour Inspection (Agriculture) Convention, 1969
 R. 81 Labour Inspection Recommendation, 1947
 R. 82 Labour Inspection (Mining and Transport) Recommendation, 1947

1985

- C. 100 Equal Remuneration Convention, 1951
 R. 90 Equal Remuneration Recommendation, 1951

1986

- C. 119 Guarding of Machinery Convention, 1963
 R. 118 Guarding of Machinery Recommendation, 1963
 C. 148 Working Environment (Air Pollution, Noise and Vibration) Convention, 1977
 R. 156 Working Environment (Air Pollution, Noise and Vibration) Recommendation, 1977

1987

- C. 111 Discrimination (Employment and Occupation) Convention, 1958
 R. 111 Discrimination (Employment and Occupation) Recommendation, 1958

1988

- C. 102 Social Security (Minimum Standards) Convention, 1952
 C. 128 Invalidity, Old-Age and Survivors' Benefits Convention, 1967
 R. 131 Invalidity, Old-Age and Survivors' Benefits Recommendation, 1967

1989

- C. 147 Merchant Shipping (Minimum Standards) Convention, 1976
 R. 155 Merchant Shipping (Improvement of Standards) Recommendation, 1976

1990

- C. 140 Paid Educational Leave Convention, 1974
 R. 148 Paid Educational Leave Recommendation, 1974
 C. 142 Human Resources Development Convention, 1975
 R. 150 Human Resources Development Recommendation, 1975

1991

- C. 26 Minimum Wage-Fixing Machinery Convention, 1928
R. 30 Minimum Wage-Fixing Machinery Recommendation, 1928
C. 99 Minimum Wage Fixing Machinery (Agriculture) Convention, 1951
R. 89 Minimum Wage-Fixing Machinery (Agriculture) Recommendation, 1951
C. 131 Minimum Wage Fixing Convention, 1970
R. 135 Minimum Wage Fixing Recommendation, 1970

1992

- C. 156 Workers with Family Responsibilities Convention, 1981
R. 165 Workers with Family Responsibilities Recommendation, 1981

1993

- C. 87 Freedom of Association and Protection of the Right to Organise Convention, 1948
C. 98 Right to Organise and Collective Bargaining Convention, 1949

1994

- C. 158 Termination of Employment Convention, 1982
R. 166 Termination of Employment Recommendation, 1982

1995

- C. 111 Discrimination (Employment and Occupation) Convention, 1958
(Special Survey)

1996

- C. 150 Labour Administration Convention, 1978
R. 158 Labour Administration Recommendation, 1978

1997

- C. 159 Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983
R. 168 Vocational Rehabilitation and Employment (Disabled Persons) Recommendation, 1983

1998

- C. 97 Migration for Employment Convention (Revised), 1949
R. 86 Migration for Employment Recommendation (Revised), 1949
C. 143 Migrant Workers (Supplementary Provisions) Convention, 1975
R. 151 Migrant Workers Recommendation, 1975

1999

- C. 144 Tripartite Consultation (International Labour Standards) Convention, 1976
R. 152 Tripartite Consultation (Activities of the International Labour Organisation) Recommendation, 1976

2000

- C. 4 Night Work (Women) Convention, 1919
C. 41 Night Work (Women) Convention (Revised), 1934
C. 89 Night Work (Women) Convention (Revised), 1948
Protocol of 1990 to the Night Work (Women) Convention (Revised), 1948

2001

- C. 137 Dock Work Convention, 1973
R. 145 Dock Work Recommendation, 1973

2002

- C. 95 Protection of Wages Convention, 1949
R. 85 Protection of Wages Recommendation, 1949

2003

- C. 122 Employment Policy Convention, 1964
R. 169 Employment Policy (Supplementary Provisions) Recommendation, 1984
C. 142 Human Resources Development Convention, 1975
R. 189 Job Creation in Small and Medium-Sized Enterprises Recommendation, 1998

2004

- C. 1 Hours of Work (Industry) Convention, 1919
C. 30 Hours of Work (Commerce and Offices) Convention, 1930

2005

- C. 81 Labour Inspection Convention, 1947
Protocol of 1995 to the Labour Inspection Convention, 1947
R. 81 Labour Inspection Recommendation, 1947
R. 82 Labour Inspection (Mining and Transport) Recommendation, 1947
C. 129 Labour Inspection (Agriculture) Convention, 1969
R. 133 Labour Inspection (Agriculture) Recommendation, 1969

2006

- C. 29 Forced Labour Convention, 1930
C. 105 Abolition of Forced Labour Convention, 1957

2007

- C. 94 Labour Clauses (Public Contracts) Convention, 1949
R. 84 Labour Clauses (Public Contracts) Recommendation, 1949

2008

- C. 155 Occupational Safety and Health Convention, 1981
Protocol of 2002 to the Occupational Safety and Health Convention, 1981
R. 164 Occupational Safety and Health Recommendation, 1981

2009

- C. 88 Employment Service Convention, 1948
C. 122 Employment Policy Convention, 1964
C. 142 Human Resources Development Convention, 1975
C. 181 Private Employment Agencies Convention, 1997
R. 189 Job Creation in Small and Medium-Sized Enterprises Recommendation, 1998
R. 193 Promotion of Cooperatives Recommendation, 2002

2010

- C. 102 Social Security (Minimum Standards) Convention, 1952
C. 168 Employment Promotion and Protection against Unemployment Convention, 1988
R. 67 Income Security Recommendation, 1944
R. 69 Medical Care Recommendation, 1944

2011

- C. 29 Forced Labour Convention, 1930
- C. 105 Abolition of Forced Labour Convention, 1957
- C. 87 Freedom of Association and Protection of the Right to Organise Convention, 1948
- C. 98 Right to Organise and Collective Bargaining Convention, 1949
- C. 100 Equal Remuneration Convention, 1951
- C. 111 Discrimination (Employment and Occupation) Convention, 1958
- C. 138 Minimum Age Convention, 1973
- C. 182 Worst Forms of Child Labour Convention, 1999

2012

- C. 151 Labour Relations (Public Service) Convention, 1978
- C. 154 Collective Bargaining Convention, 1981
- R. 159 Labour Relations (Public Service) Recommendation, 1978
- R. 163 Collective Bargaining Recommendation, 1981

2013

- C. 131 Minimum Wage Fixing Convention, 1970
- R. 135 Minimum Wage Fixing Recommendation, 1970

2014

- C. 11 Right of Association (Agriculture) Convention, 1921
- C. 141 Rural Workers' Organisations Convention, 1975
- R. 149 Rural Workers' Organisations Recommendation, 1975

2015

- C. 97 Migration for Employment Convention (Revised), 1949
- C. 143 Migrant Workers (Supplementary Provisions) Convention, 1975
- R. 86 Migration for Employment Recommendation (Revised), 1949
- R. 151 Migrant Workers Recommendation, 1975

2016

- C. 167 Safety and Health in Construction Convention, 1988
- C. 176 Safety and Health in Mines Convention, 1995
- C. 184 Safety and Health in Agriculture Convention, 2001
- C. 187 Promotional Framework for Occupational Safety and Health Convention, 2006
- R. 175 Safety and Health in Construction Recommendation, 1988
- R. 183 Safety and Health in Mines Recommendation, 1995
- R. 192 Safety and Health in Agriculture Recommendation, 2001
- R. 197 Promotional Framework for Occupational Safety and Health Recommendation, 2006

2017

- C. 1 Hours of Work (Industry) Convention, 1919
- C. 14 Weekly Rest (Industry) Convention, 1921
- C. 30 Hours of Work (Commerce and Offices) Convention, 1930
- C. 47 Forty-Hour Week Convention, 1935
- R. 116 Reduction of Hours of Work Recommendation, 1962
- C. 89 Night Work (Women) Convention (Revised), 1948

Protocol of 1990 to the Night Work (Women) Convention (Revised), 1948

- R. 13 Night Work of Women (Agriculture) Recommendation, 1921
C. 106 Weekly Rest (Commerce and Offices) Convention, 1957
R. 103 Weekly Rest (Commerce and Offices) Recommendation, 1957
C. 132 Holidays with Pay Convention (Revised), 1970
R. 98 Holidays with Pay Recommendation, 1954
C. 171 Night Work Convention, 1990
R. 178 Night Work Recommendation, 1990
C. 175 Part-Time Work Convention, 1994
R. 182 Part-Time Work Recommendation, 1994

2018

- R. 202 Social Protection Floors Recommendation, 2012

2019

- C. 122 Employment Policy Convention, 1964
C. 159 Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983
C. 177 Home Work Convention, 1996
R. 168 Vocational Rehabilitation and Employment (Disabled Persons) Recommendation, 1983
R. 169 Employment Policy (Supplementary Provisions) Recommendation, 1984
R. 184 Home Work Recommendation, 1996
R. 198 Employment Relationship Recommendation, 2006
R. 204 Transition from the Informal to the Formal Economy Recommendation, 2015

2020

- C. 149 Nursing Personnel Convention, 1977
R. 157 Nursing Personnel Recommendation, 1977
C. 189 Domestic Workers Convention, 2011
R. 201 Domestic Workers Recommendation, 2011

2021

To be decided by the Governing Body